

**Auburn Police Officers Association  
2014 MOU Negotiations**

**APOA-Initial Proposal 1 and 2**

**Offered:** 09/22/2014

**Subject:** Grievance and Salary

**Proposal:** The Association proposes to modify this section.

**MOU Language:**

The Association's proposes modifying this section as follows:

**Reasoning for Proposals:**

**APOA Proposal #1: Binding Arbitration for Grievance and Discipline (Conceptual Proposal)**

**Background:** At the tail end of the last round of contract negotiations, the City began to implement, over the objection of several bargaining units, what is now known as the "Transparency in Bargaining" or Section 17 of the City of Auburn Employer- Employee Relations Policy. The policy was changed to a process that it would appear that we are making up as we go along. The "Transparency in Bargaining" modification was thought to have day lighted the initial bargaining proposals however the details were not made clear until to the beginning of the 2014 bargaining cycle.

During this process, the City adopted these changes over the objections of multiple employee units and continued to force these changes without agreement. The stance of the employee units was simple; there are already laws and procedures within the MEYERS-MILIAS-BROWN ACT governing contract negotiations and those have worked for years.

The entirely new process tips the scale in the disadvantage of whichever side wants to progress their position. This would have been welcomed as the City was engaging the employee units in "take away" bargaining of the last several years. Now that there is an up turning economy, this vague policy serves to stifle the progress of the employee units.

Section 3.0- Grievance Procedure and in Section 10.0- Discipline have historically (up until last year for Section 3.0 Grievance Procedure) ended any dispute in Binding Arbitration with the City Council being able to modify the decision in its own favor if they choose.

The fundamental reason for third party Binding Arbitration is to take two parties that are in dispute over an issue, have each party present evidence supporting their position, and then have an impartial third party make a decision that both parties then must follow. This system is fundamentally fair and impartial.

Giving the ability to the City Council to modify the Binding Arbitration decision as is currently the practice, fundamentally circumvents the entire system. Additionally, having the parties' fate being decided by an impartial third party makes both parties more reasonable throughout the entire process. Under the current system the employees are forced to be reasonable however the City is not.

It is the desire of the Association to have full Binding Arbitration that is final and binding on both parties.

**APOA Proposal #2: During the term of a three year contract, adjust the bottom and top salary steps to be at the mean of five comparator agencies. Comparator agencies shall be 1) Citrus Heights, 2) Lincoln, 3) Placer County Sheriff, 4) Rocklin, 5) Roseville. (Conceptual Proposal)**

**Background:** Currently there is a perfect storm effecting Law Enforcement causing low staffing levels, low morale and unsafe conditions. According to national statistics tracking law enforcement deaths, compared to this same point last year, officers being killed as a result of gunfire has jumped an astounding forty six percent (+46%). Several reasons have all come together causing these hardships. The only way to recruit and retain law enforcement officers is to offer a competitive compensation package. Lateral (as opposed to new hires) hires currently have their choice of agencies to move to. Many are choosing based on compensation packages that have stability and security for themselves and their families. The following are some of the reasons for the current law enforcement hiring crisis throughout the state.

- 1) Generational Attrition-** Many of the officers hired in the 70's and 80's are at the end of their career and have begun to retire in increasing numbers since approximately 2009. These officers will retire and never re-enter the work force.
- 2) Reduction in staffing due to economic downturn-** During the economic downturn starting in 2008, many of these agencies realized that one way to save money was to eliminate personnel. Unfortunately, many of these agencies cut too far back and have realized that they need to hire more officers in order to maintain staffing levels. These officers have already found their way to agencies already and unless the compensation package is better somewhere else, will likely stay where they are at for the time being.
- 3) Reduction in desire for overall profession-** Law enforcement is currently changing for both better and worse. Increased scrutiny and liability along with shift work, rotating shifts, and the danger of law enforcement in general, have

made this profession less desirable than in the past. These officers will never enter the work force and will take jobs in a different career field.

**4) Fewer qualified candidates entering career-** The background process has not changed in many years relative to hiring law enforcement officers. The bar can only be placed so low and certain behavior will always be a dis-qualifier for this profession. Chief Ruffcorn and other area Chiefs of Police were documented describing the difficulties in hiring qualified candidates in the July 15, 2014 edition of the Auburn Journal (Written by Eyragon Eidam). The article goes on to detail in the 2013 year, of the 100 applicants, only 2% were qualified to enter law enforcement. 98% of the applicants will find jobs in other career fields.

**5) Reduction in New Hire compensation-** During the downturn of the economy many agencies chose to reduce the compensation package for new hires further reducing the desire to enter this career.

## Compensation Surveys

Compensation Surveys have historically been a simple indicator of where a given agency is in relation to agencies around it. The City of Auburn has lost many officers to most of the agencies listed in the survey. Given the above information it is important to recruit and retain quality personnel.

Looking at the surveys below prepared by the Mastagni Law Firm, we see that of the five comparator agencies the City of Auburn is ranked last in both bottom and top step salary. Salary is generally the first thing an applicant looks at when deciding whether or not to apply for an agency.

## Bottom Step

AGENCY	Bottom Step Salary	Uniform	Bilingual	Shift Differential	Education / POST	Pick - Up % (E R Paid)	Cost Share % (E E Paid)	Retirement	Medical, Dental, & Vision	Total Compensation	MOU Expiration
Citrus Heights	\$ 5,286	\$ 71			\$ 264	1.0%		\$ 56	\$ 1,576	\$ 7,253	9/30/2016
Lincoln	\$ 4,599	\$ 75	\$ 75						\$ 1,434	\$ 6,184	9/30/2014
Placer County	\$ 5,170	\$ 89	\$ 259	\$ 388	\$ 1,029	6.0%		\$ 416	\$ 910	\$ 7,466	6/30/2015
Rocklin	\$ 5,645	\$ 79		\$ 141	\$ 275	5.5%		\$ 338	\$ 1,275	\$ 7,753	12/31/2017
Roseville	\$ 4,828	\$ 17	\$ 25		\$ 603				\$ 1,416	\$ 6,889	12/31/2015
Auburn	\$ 4,429	\$ 67		\$ 221	\$ 554				\$ 1,168	\$ 6,439	6/30/2014
Mean	\$ 5,105									\$ 7,109	
Difference	-15.27%									-10.40%	
Auburn	\$ 4,999	\$ 67		\$ 250	\$ 625				\$ 1,168	\$ 7,109	
Salary Increase	12.87%									0.00%	

Lincoln: The parties agree to incorporate the educational pays that current employees have earned into a new salary schedule.

Roseville: Effective the first full pay period after July 1, 2014 all employees assigned to the classifications listed in Appendix G shall receive a base salary increase of 1.5%.

## Top Step

AGENCY	Top Step Salary	Uniform	Bilingual	Shift Differential	Education / POST	Longevity	Pick - Up % (EE Paid)	Cost Share % (EE Paid)	Retirement	Medical, Dental, & Vision	Total Compensation	MOU Expiration
Citrus Heights	\$ 6,343	\$ 71			\$ 317		1.0%		\$ 67	\$ 1,576	\$ 8,374	9/30/2016
Lincoln	\$ 6,163	\$ 75	\$ 75							\$ 1,434	\$ 7,748	9/30/2014
Placer County	\$ 6,306	\$ 89	\$ 315	\$ 473	\$ 1,222	\$ 631	6.0%		\$ 542	\$ 910	\$ 9,730	6/30/2015
Rocklin	\$ 7,204	\$ 79		\$ 180	\$ 275	\$ 540	5.5%		\$ 455	\$ 1,275	\$ 10,009	12/31/2017
Roseville	\$ 6,849	\$ 17	\$ 25		\$ 856	\$ 342				\$ 1,416	\$ 9,505	12/31/2015
Auburn	\$ 5,384	\$ 67		\$ 269	\$ 673	\$ 1,077				\$ 1,168	\$ 8,638	6/30/2014
Mean	\$ 6,573										\$ 9,073	
Difference	-22.08%										-5.03%	
Auburn	\$ 5,700	\$ 67		\$ 285	\$ 713	\$ 1,140				\$ 1,168	\$ 9,073	
Salary Increase	5.87%										0.00%	

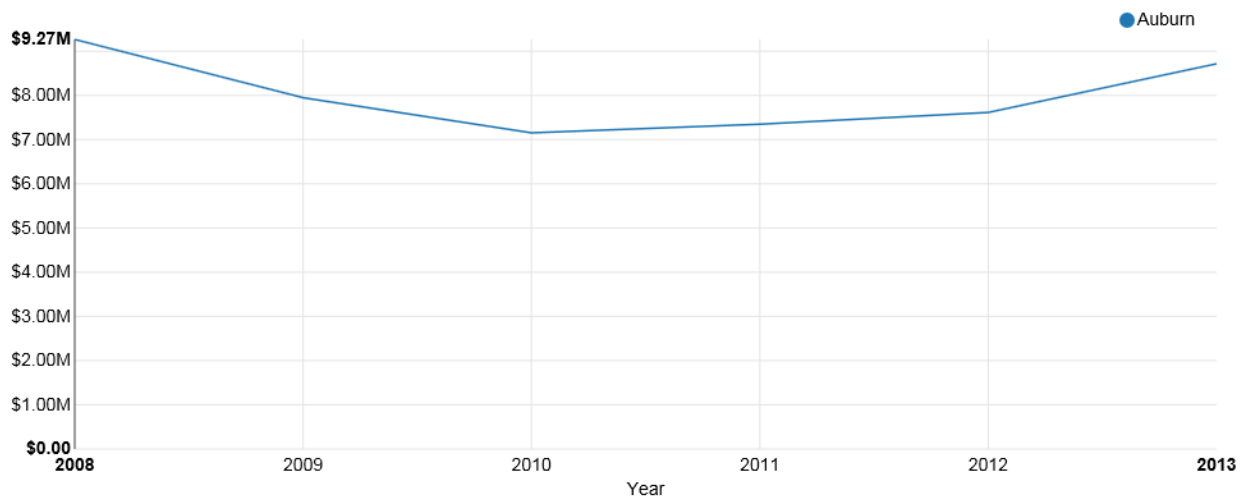
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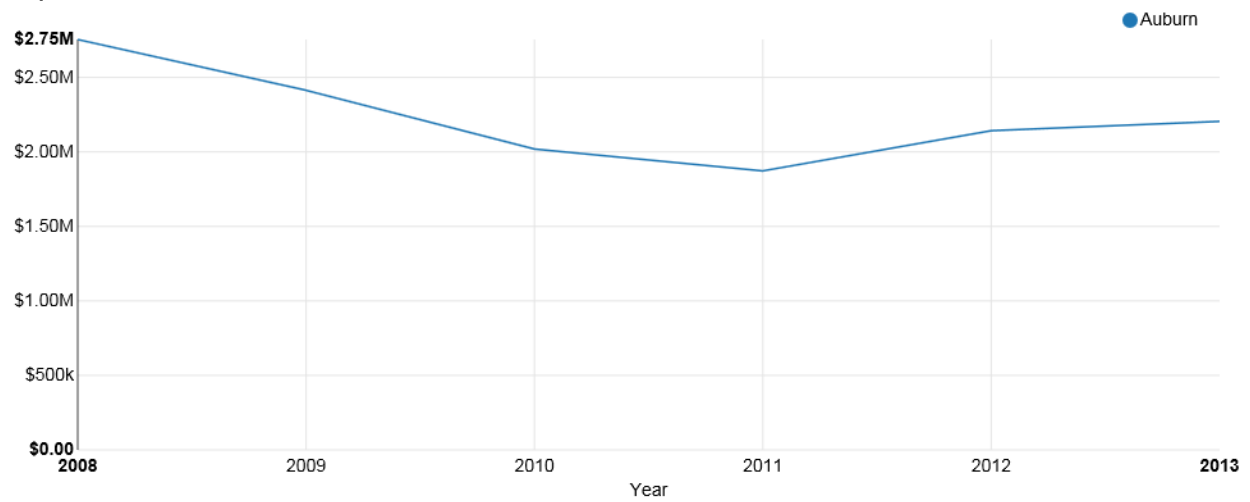
## City Economic Trends (Data taken from California State Controller's Office)

It would appear that, while this city has taken the same overall downturn that the rest of the country has, overall the City of Auburn is in good financial health. This is primarily indicated by the ability to accumulate a nearly 30% reserve in the general fund. This amount is set by City Council policy and is approximately 10% higher than what would be considered normal even post 2008. The following charts were taken from the California State Controller's Office website and based off the City of Auburn reporting data. The charts show some general upward trends between 2008 and 2013.

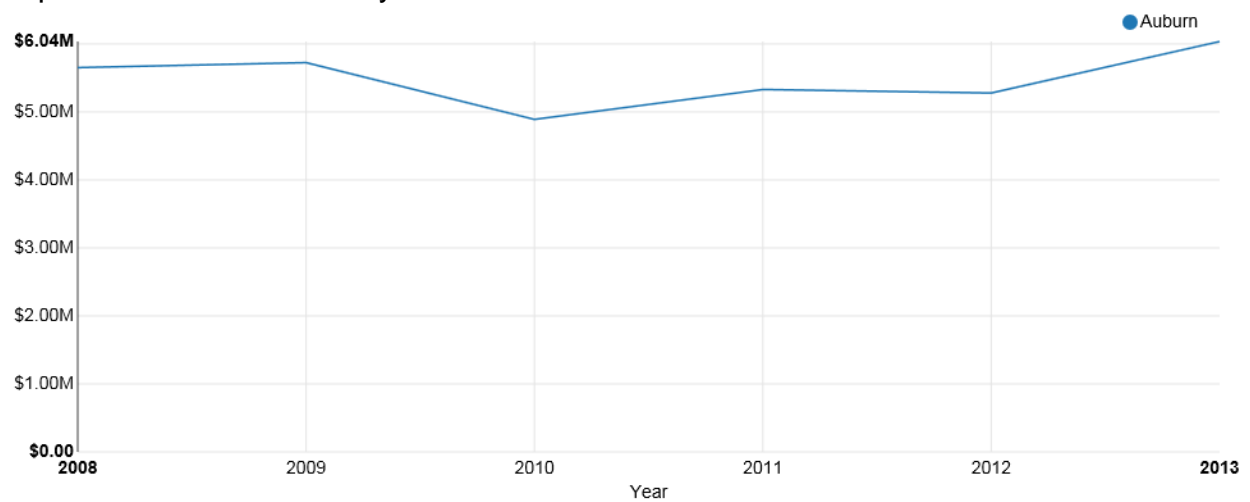
### Revenues- All Taxes



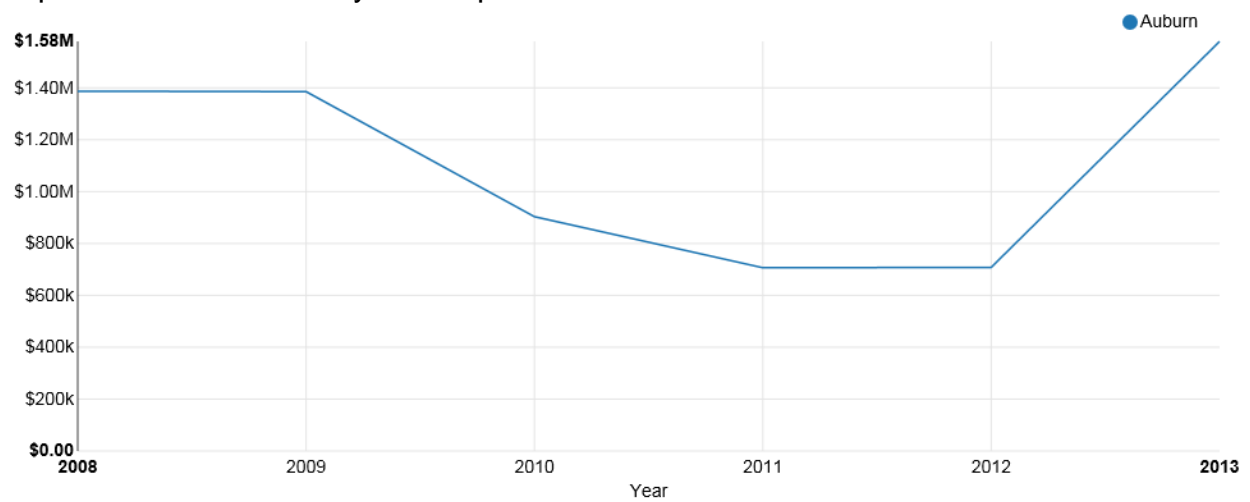
## Expenditures- General Government



## Expenditures- Public Safety



## Expenditures- Community Development



**Summary:**

Proposal #1 is being requested in order to establish a level playing field between the City of Auburn and the Auburn Police Officers Association relative to Grievances and Discipline.

Proposal #2 is being requested in order to recruit and retain quality Police Officers in the City of Auburn.